K 84/987

Foreign Labor Trends

Korea

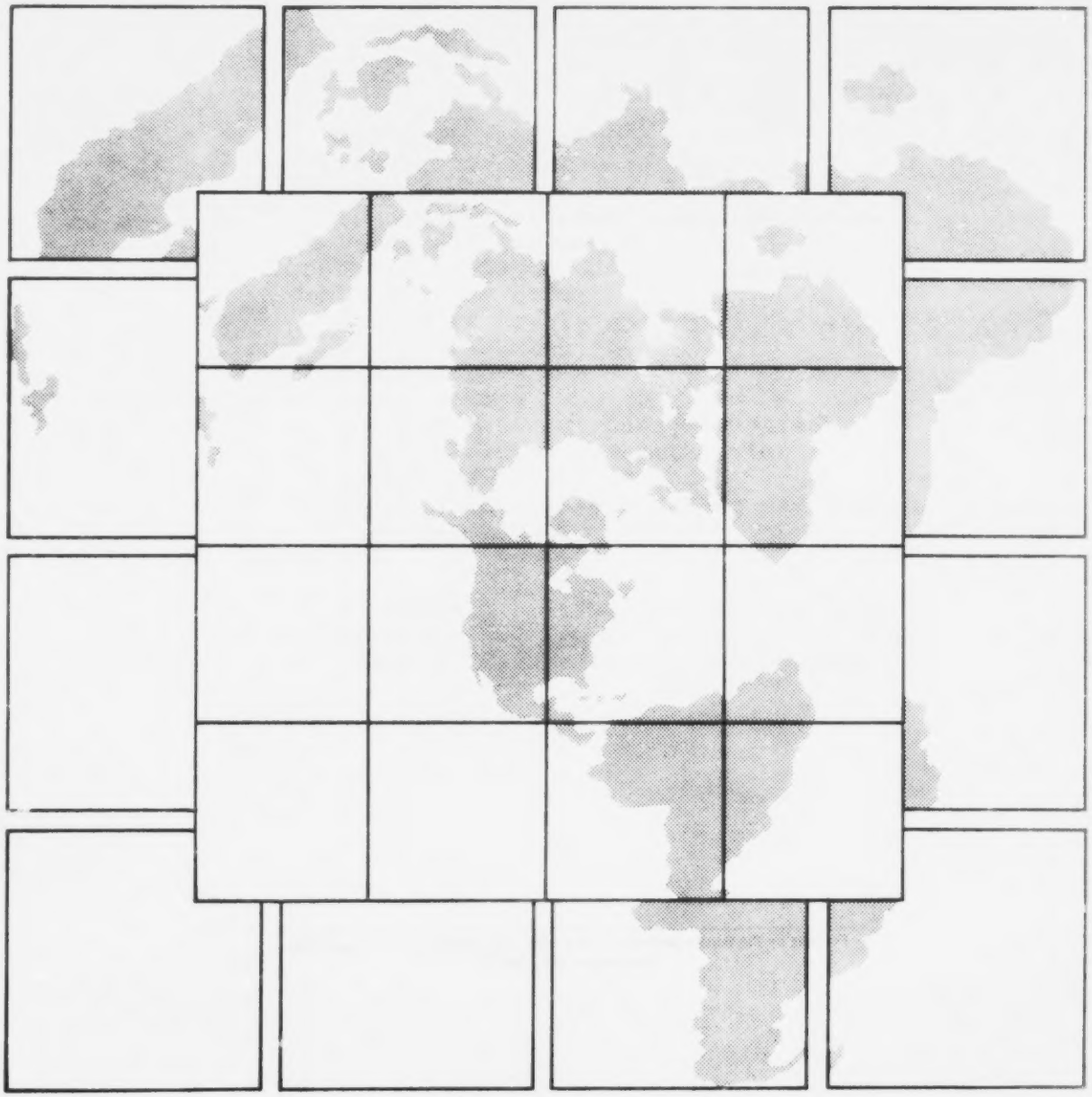
Released by
U.S. Department of Labor
Bureau of International Labor Affairs

Prepared by
American Embassy
SEOUL

1987

FLT 89-17
Frequency: Annual

Supersedes: 87-31



L 29.16:

READEX FICHE best copy available

For sale by the Superintendent of Documents, U.S. Government Printing Office
Washington, D.C. 20402

FOREIGN LABOR TRENDS REPORT
THE REPUBLIC OF KOREA
1987

TABLE OF CONTENTS

Page		
1	Key Labor Indicators
4	Summary and Introduction
4	The Setting
5	Economic Performance and Employment
5	Wages and Income
6	Poverty and Income Distribution
7	Conditions of Work
7	Status of Female and Child Workers
8	Social Security
9	Labor Laws
9	Trade Unions
11	Labor-Management Council System
12	Labor Disputes and Resolution
13	Labor Committees
13	International Labor Issues and Foreign Assistance
14	Appendix A: Affiliates of the FKTU
15	Appendix B: Key Officers of the FKTU
17	Appendix C: Major Non-FKTU Unions

KEY LABOR INDICATORS

		1986	1987	% Change 1986-87
1)	Per capita GNP at current prices (US$)	2,300	2,826	22.90
2)	Per capita GNP at constant 1980 prices (US$)	2,350	2,600	10.60
3)	Total population (000) (over 99% ethnic Korean)	41,569	42,082	1.23
4)	Population growth rate (%)	1.25	1.23	--
5)	Birth rate per 1000 pop. (%)	19.40	19.10	--
6)	In-migration by nationality		negligible	
7)	Out-migration by destination			
	United States	30,339	32,005	
	Argentina	3,119	2,464	
	Australia	1,115	1,800	
	Canada	981	2,577	
	Paraguay	352	58	
8)	Life expectancy at birth (years)			
	Total	68.4	68.9	--
	Male	65.3	65.8	--
	Female	71.8	72.2	--
9)	Adult literacy rate (%) (estimated)	97.0	97.0	--
10)	Adults in on-the-job tng.(%)	1.63	*	
11)	Total labor force (000)	16,116	16,873	4.7
12)	Total employment (000)	15,505	16,354	5.5
	Mining and manufacturing	4,013	4,602	14.7
	Ag., forestry, and fishing	3,662	3,580	-2.2
	Services (incl. construction)	7,830	8,172	4.4
13)	Unemployment rate (%)	3.8	3.1	--
14)	Underemployment rate (%)	*	*	*
15)	Labor productivity in mfr. (% change)	13.6	11.8	--
16)	Minimum wage rates	(minimum wage system implemented on 1/1/1988)		

Group I (12 sub-sectors including textiles):
111,000 won (US$150) per month
Group II (16 sub-sectors including chemicals):
117,000 won (US$158) per month

	1986	1987	% Change 1986-87
17) Average hourly earnings by major industry (US$)			
All industries	1.75	2.09	19.4
Mining	2.28	2.74	20.2
Manufacturing	1.41	1.70	20.6
Textiles	1.10	1.39	26.4
Footwear	0.96	1.13	17.7
Elect. mach. & appliances	1.44	1.68	16.7
Transport equipment	2.00	2.33	16.5
Electric, gas, and water	3.32	3.91	17.8
Construction	2.23	2.64	18.4
Wholesale and retail trade, restaurants and hotels	2.11	2.54	19.9
Transportation, storage and communications	1.85	2.22	20.0
Financing, insurance, real estate and business	3.19	3.78	18.5
Services			
Financial institutions	3.78	4.50	19.0
Insurance	3.39	3.97	14.5
Community, social, and personal services	2.96	3.39	14.5
18) Average hourly earnings by major occupation (US$)			
All industries	1.75	2.09	19.4
Male	2.15	2.54	18.1
Female	1.02	1.25	22.5
Production workers	1.19	1.46	22.7
Male	1.51	1.81	19.9
Female	0.81	1.03	27.2
Non-Production workers	2.42	2.85	17.8
Male	2.71	3.18	17.3
Female	1.49	1.76	18.1
19) Value of supp. benefits as % of manufacturing earnings	12.7	14.3	12.6
20) Avg. hrs. worked per week	52.5	51.9	-1.1
21) Unionization of workers	15.5	19.0	22.6
22) Avge. pers. disp. income after taxes and mandatory withholding (US$)	1,620	1,962	21.1
23) Average nat. disp. income after taxes and mandatory withholding (US$)	2,136	2,616	22.5
24) % of population beneath absolute poverty level	6.8	*	
25) Rate of chnge. in consumer prices during preced.year (%)	2.8	3.0	7.2

	1986	1987	% Change 1986-87
26) Trade with US (US$ Million)			
Exports	13,880	18,311	31.9
Imports	6,545	8,758	33.8

---

* Data not available
-- Not applicable

Sources:

Economic Planning Board, "The Sixth Five Year Economic and Social Development Plan"

Economic Planning Board, "Monthly Statistics of Korea"

Ministry of Labor, "Report on Monthly Labor Survey--1987"

Bank of Korea, "National Accounts--1987"

Economic Planning Board, "Social Indicators in Korea--1987"

SUMMARY AND INTRODUCTION

At the end of 1987, the Republic of Korea counted 17 million economically active people out of a population of 42.1 million. Agricultural employment continues to decline as the manufacturing and service sectors grow. At the same time, wages continue to run well ahead of price increases. One major problem is the explosive growth of land prices, particularly in Seoul. This phenomenon has led to a major shortage of affordable housing in urban areas.

For the Korean worker, 1987 was generally a good year. During the year, real gross national product (GNP) grew 12 percent and per capita GNP rose to US$2,800. The Government moved to put in place a national social welfare system by the end of the decade and implemented a minimum wage law for the first time in Korean history. Moves towards democratization of the society, which began on June 29 with a speech by ruling party Presidential candidate (and now President) Roh Tae Woo, led to a wave of strikes in August and September. As a result, average hourly earnings increased by 19.4 percent, as compared to 6.6 percent growth in 1986. However, workers felt that in 1987 they were only getting back what they were due in previous years when wage increases were well below productivity gains.

Union membership jumped during the fall with the formation of a large number of new unions. By the end of the year, claimed union membership stood at 1.3 million, up 38 percent over the 1986 figure.

Until 1987, the Korean labor movement by law had been unified under the Federation of Korean Trade Unions (FKTU). Although many of the new unions formed in the fall of 1987 refused to join the FKTU, which they hold to be government controlled, many others joined with the express intention of changing the organization from the inside. This infusion of new blood into the labor movement will be an important factor in the development of the union movement in years to come.

THE SETTING

According to the Korean Economic Planning Board (EPB), the population of the country in 1987 was 42.1 million, as compared to 41.5 million in 1986. Population growth has remained relatively stable the last few years, increasing at a rate of 1.37 percent since 1980. According to the current five-year socioeconomic plan (1987-1991), the Government hopes to bring the rate down to 1.2 percent annual growth.

Rapid urbanization continues to be a major problem in Korea. Currently almost two-thirds of the population lives in urban areas, compared to less than 50 percent as late as 1975. According to the FKTU, agricultural employment was down to 22.2 percent, as opposed to over 50 percent just 20 years ago. Korea's already high population density--420 people per square kilometer--is aggravated due to the country's mountainous terrain. Land scarcity has contributed to the recent boom in land prices, particularly in the capital of Seoul, where nearly one-fourth of the population lives.

The manufacturing and services' sectors of the economy continue to grow at the expense of agriculture, forestry, and fishing. According to government statistics, of the 1987 total employed population of 16.4 million people, some 28.1 percent were employed in manufacturing and mining (up from 25.9 percent in 1986), 21.9 percent in agriculture, forestry, and fishing (down from 23.6 percent in 1986), and 50 percent in the service sector (including construction).

ECONOMIC PERFORMANCE AND EMPLOYMENT

Strong export performance and active investments helped the Korean economy achieve 12 percent real growth in 1987. Real export growth--mainly electronics, automobiles, and textiles--was up 24 percent, and industrial plants operated at an average capacity of 85.3 percent, 2.8 percent higher than in 1986. Per capita GNP was about US$2,826, up from US$ 2,300 the year before.

For 1987, unemployment was 3.1 percent, down from the 3.8 percent level of 1986. However, it is difficult to compare the Korean unemployment rate with that of other countries, since a Korean is counted as employed if he or she works as little as one hour a week.

WAGES AND INCOME

In 1987, the average increase in wages for full-time employees in the manufacturing sector was 11.6 percent, which compared favorably with the 3.0 percent increase in consumer prices. The Ministry of Labor estimated average monthly wages for full-time industrial workers in 1987 to be 386,536 won (US$470 at 822 avg. won per dollar), a nominal increase of 10.1 percent over 1986. Average monthly wages in the industrial sectors calculated by the MOL are as follows (dollar equivalent and nominal percentage increase over 1986--in won terms--in parentheses): gas and electric: W698,967 ($850; 9.3 percent);

insurance and finance: W612,629 ($745; 11.0 percent); construction: W453,203 ($551; 9.0 percent); retail and wholesale: W447,085 ($544; 11.2 percent); transportation: W410,403 ($499; 9.9 percent); mining: W384,769 ($468; 8.3 percent); and manufacturing: W328,696 ($400; 11.6 percent).

According to the EPB, the average monthly income for an urban wage earner's household from all sources was W561,575 ($683) in 1987. This represents a 16.8 percent increase from the 1986 level of W481,000 ($585). The EPB estimate of 1987 monthly spending for an urban household was W425,151 ($517), a real increase of 11.7 percent over the 1986 figure. Consumption expenditures were estimated at W388,323 ($472), an inflation-adjusted increase of 11.2 percent. The average size of urban households declined marginally to 4.0 persons.

POVERTY AND INCOME DISTRIBUTION

Income distribution in Korea is quite good when compared to other countries at similar levels of economic development. Pockets of urban poverty still remain, but the abject poverty common to many developing countries has largely been eliminated. Communicable diseases have been effectively eradicated. Improved health care and nutrition have increased life expectancy to 65.8 years for Korean males and 72.2 years for females. Overall, the average life expectancy is 68.9 years. The infant mortality rate in 1986 was 31.8 per 1,000 live births. Caloric supply per person considerably exceeded minimum daily nutritional requirements.

Korean society places a high value on education. The adult literacy rate is estimated at 97 percent--among the highest in the world. Elementary school education is compulsory, and over 90 percent of elementary students go on to middle school. About 35 percent of high school graduates in turn go on to some form of higher education. Education and ability continue as the bases for a good degree of social mobility.

In 1985, the most recent year for which reliable data is available, the income share of the lowest 40 percent of Korean households was 17.7 percent. This is an improvement over 1980, when the share was 16.1 percent, but down from 1982's 18.8 percent share. Also in 1985 the income share of the highest 20 percent of households was 43.7 percent. Again, this represents a decrease from the 45.4 percent share of 1980 but a small increase over the 43 percent share of 1982.

In 1986, the Korean Government estimated that 6.8 percent of the population lived below the absolute poverty line. Most Koreans, though, see themselves as members of the middle class. One Government-sponsored survey in 1985 showed that 53 percent of respondents considered themselves to be in the middle income bracket, 42.6 percent in the lower income bracket, and 4.4 percent in the higher bracket.

CONDITIONS OF WORK

Working conditions in Korea are regulated by the Labor Standards Law and Industrial Safety and Health Law. These and other laws provide for protection of workers, including provisions for maximum hours of work (normally 60 hours per week), paid overtime, holidays and vacations, and a safe working environment. Responsibility for enforcement of these laws rests with labor inspectors operating out of the Ministry of Labor.

The Government estimated that the average full-time industrial employee worked a 52 hour week in 1987, down from 57 hours in 1986. However, according to Government figures, overtime for full-time industrial workers increased five times in 1987. The ILO reports that Koreans work the longest hours of any of the newly industrialized economies.

According to the Ministry of Labor, there were 1,761 deaths resulting from industrial accidents in 1987, as compared to 1,660 deaths in 1986 and 1,618 in 1985. The total number of victims of industrial accidents in 1987 was 142,596.

The Government has mandated insurance to cover industrial accidents at most enterprises employing five or more workers. The 1981 revision of the Industrial Accident Compensation Insurance Law covers job-related medical costs, sick leave, disability and survivors' benefits, and funeral expenses. By the end of 1985, 4.5 million workers were covered under the system.

STATUS OF FEMALE AND CHILD WORKERS

The percentage of female workers in the work force has increased steadily, but women do not enjoy equal rights at the work site. An Equal Rights Law went into effect in early 1988, but progress is expected to be very slow. In1987, the Korean work force included 6.7 million working women, some 41 percent of the total. About 1.9 million women were employed in manufacturing; 1.6 million in agriculture, forestry, and

fishing; and 3 million in the service sector. Certain industries crucial to Korea's economic development and performance have a high percentage of female employees. In 1987, some 63 percent of textile workers were women, as were 73 percent of apparel workers, 62 percent of footwear workers, and 52 percent of electrical and electronic workers. (These figures are based on the number of full-time employees in firms with 10 or more workers.) The FKTU's figures indicate that a female industrial worker's wages are only 46 percent of those of her male counterpart.

The Labor Standards Law prohibits the employment of persons under age 13 without a special employment certificate. In order to gain employment, children under 18 must have written approval from parents or guardian. Female and minor workers may be required to work only a limited amount of overtime and are prohibited from working at night without special permission from the Ministry of Labor. The law has special provisions for menstruation and maternity leave, and a nursing hour is provided for nursing mothers. The law additionally requires that employers of 30 or more minors provide appropriate educational facilities or arrange scholarships for them.

Many of the female production line workers in labor-intensive industries such as textiles, apparel, footwear, and electronics are in their mid-teens. Many are still employed and even live in small, cramped, and often dangerous sweat-shops. Although employees under 18 are protected against night work and excessive overtime, many employers consider them "regular" workers, and do not accord them the legal protections to which they are entitled.

SOCIAL SECURITY

In order to improve social welfare conditions, the Government has pledged that provision will be made for basic food supplies, proper health care, adequate shelter, and educational opportunities. In 1977, the Government introduced a medical insurance program to cover workers of firms with more than 500 or more employees. By 1982, this coverage was extended to firms with as few as five employees. In 1988, the Government will extend eligibility to all rural residents, and hopes to extend coverage to almost the entire population by the end of the decade.

Starting in 1988, the Government will begin converting from the current lump-sum severance pay system to a national pension system. The Pension Law requires all workplaces with 10 or more employees to register for the pension system as of 1988. Previously, the system had been limited to public officials, military personnel, and secondary school teachers. As of November 1987, some 3,950,206 of the 4,575,000 eligible workers (86 percent) had subscribed to the system.

Although there was no minimum wage in Korea during 1987, a Minimum Wage Law went into effect on January 1, 1988. This law sets a two-tiered minimum wage. In the several industries, such as textiles, the minimum monthly rate is W111,000 ($135), while in other industries it is W117,000 ($142).

LABOR LAWS

The Korean Constitution guarantees workers the rights to independent association, collective bargaining, and collective action. In practice, however, this has often not been the case. Korea's system of labor laws does not extend the right to bargain collectively to public officials, employees of state or public-run enterprises, defense industries, and employees of certain enterprises "which have a serious impact on the national economy."

Many of Korea's existing labor laws were promulgated in 1953 and have been amended several times since. In 1987 the major laws governing industrial relations in Korea were:

1. Labor Management Council Law
2. Trade Union Law
3. Labor Dispute Adjustment Law
4. Labor Relations Commission Law
5. Labor Standards Law
6. Industrial Safety and Health Law
7. Employment Security Law
8. Basic Law for Vocational Training
9. Industrial Accident Compensation Insurance Law

TRADE UNIONS

The origins of modern labor unions in Korea can be traced to World War I, when the industrialized factory system was introduced to the country by the Japanese. In the late 1920's, an era characterized by frequent labor-management disputes, Koreans organized unions as part of the anti-Japanese resistance movement. Beginning from about 1930, however, the Japanese colonial administration completely suppressed the Korean labor movement.

Immediately following the end of World War II and liberation from Japan in 1945, leftists attempted to wrest control of the workers' movement through politically-oriented unions. In a move designed in part to counter the influence of the communist-dominated "Chun Pyong" (General Council of Korean Trade Unions), the U.S. Military Government in 1946 supported the formation of a moderate trade union movement along western lines known as "Taehan Nochong," or the Federation of Korean Trade Unions (FKTU). By 1949, the leftist "Chun Pyong" had been dismantled. However, the outbreak of the Korean War interrupted further development of the Korean labor movement.

Following a 1961 coup d'etat led by Park Chung-hee, the military government banned all labor unions. Shortly thereafter, however, Park's government established a system of industrial unions organized under a single national labor center known again as the FKTU (although the Korean name "Hankuk Nochong" was different). Union activities were closely regulated during Park's eighteen-year rule, and unions were totally deprived of the right to engage in any form of collective activity following Park's repressive Yushin ("revitalizing") reforms of 1972. Nevertheless, between 1961 and 1979 the FKTU grew from 12 affiliated national unions representing 128,000 workers to 17 national unions and federations with a membership of 1.1 million.

Park Chung-hee was assassinated in October 1979. A new government led by General Chun Doo Hwan assumed power in 1980, and shortly thereafter revised existing labor laws and implemented new legislation, which severely limited the ability of unions to organize and bargain collectively. The revised laws authorized collective bargaining only at the individual enterprise level, and prohibited enterprise unions from accepting assistance or advice from outside the local union membership, to include the FKTU or its affiliates, without government approval. The restrictive labor legislation precipitated a decline in FKTU membership from over one million in 1980 to 775,000 by the end of 1985. In December 1986, however, the National Assembly amended the Trade Union Law to remove the FKTU and its industrial affiliates from the controversial category of "third parties" legally barred from intervening in local labor disputes and other issues. Even with the revision of the law, however, the FKTU and its member unions were still prohibited from engaging in political activities. In spite of this, the FKTU does lobby the Government and National Assembly on labor/welfare-related issues.

FKTU membership grew rapidly in 1986, and particularly in 1987. By the end of the year, the FKTU numbered 20 national affiliates which claim a total membership of nearly 1.53 million, up nearly 50 percent over the figure for the end of 1986. At this time, the FKTU estimated that 23 percent of the work force was unionized. Official figures show only 19 percent unionization because many unions that were organized in 1987 did not register immediately.

The major development in the trade union movement in 1987 was the wave of strikes beginning in August and lasting through early fall. During this period, a large number of new company unions were formed although no specific numbers are available. Many of these unions have joined the FKTU, but a large number have remained outside as "free" or "democratic" unions. These unions now include about 15-20 percent of all organized workers. The "democratic" unions are a loose coalition at best, with no central organization or firm structure.

In October, a series of amendments to the labor laws was also passed, following on the heels of another set of amendments that had gone into effect on January 1, 1987. Among other things, these amendments cut the legally required cooling-off period in half; eliminated the administrative authority's power to demand that a labor dispute in a business of public interest be referred to binding arbitration; eliminated the requirement that at least 30 employees or 20 percent of the work force must approve of the formation of a union; and eliminated the government's power to administratively order the dissolution of a labor union.

LABOR-MANAGEMENT COUNCIL SYSTEM

With the revisions of existing labor laws and promulgation of new legislation by the Chun government in late 1980, the authority of labor-management councils increased at the expense of unions. Paternalistic in nature and designed by the Government "to promote harmony of interests between workers and management," labor-management councils consist of equal representation from workers and employers and must be established at all firms employing more than 100 workers (more than 50 workers if the firm has any record of labor problems in the previous three years). The councils are required to meet at least quarterly. At unionized shops, union representatives sit on the council. The record on the labor-management council system is mixed. Where labor-management relations are relatively good and/or workers are well organized, the councils have served as useful fora for exchange and dialogue, such as in discussing

measures to improve productivity or negotiating wage contracts. In unorganized enterprises, however, the system tends to place workers at a disadvantage vis-a-vis employers.

LABOR DISPUTES AND RESOLUTIONS

The Korean Constitution guarantees most workers the right to strike. However, labor laws include complicated notification procedures and long "cooling-off periods" before a strike can be legally called. Under the law, the Ministry of Labor must be notified immediately in the event of a dispute.

The democratization of the country that allowed the formation of new unions also allowed the unions to exercise the right to strike. During late summer and early fall 1987, the number of labor disputes in Korea mushroomed to previously unheard of levels. The FKTU puts the total number of disputes in 1987 at 3,749, 97.7 percent of which involved strikes. This was more disputes than in all the previous years combined. In August alone there were 2,552 disputes. This can be compared to the Ministry of Labor's figure of 276 labor disputes for all of 1986. Most of the strikes which took place in 1987 were illegal, in that the labor disputes which precipitated them were not reported to the Ministry of Labor, and that the cooling-off period was generally ignored. Several of the strikes were violent, and a number of workers were arrested.

The FKTU's figures show that 69.8 percent of all firms employing more than 1,000 people experienced labor disputes in 1987. Some 97 percent of the disputes were in the manufacturing, warehouse, mining, and transportation sectors. All told, the disputes involved some 1,225,000 workers.

The Korean Employees' Union (KEU) representing some 23,000 workers on U.S. military installations is recognized and governed by special provisions of the Status of Forces Agreement (SOFA) between the U.S. and Korean Governments. Members of KEU affiliates form the largest group in the Federation of Foreign Organization Employees' Unions (FFEOU), one of the FKTU's 20 national affiliates. If a labor dispute arises between the KEU and U.S. Forces Korea (USFK), the matter is referred to the Ministry of Labor for an initial attempt at conciliation. If the Ministry's conciliation effort fails, a special ad hoc committee appointed by the SOFA Joint Committee renders final and binding arbitration.

LABOR COMMITTEES

The Central and Local Labor Committees form a semi-autonomous agency of the Ministry of Labor that adjudicates disputes in accordance with the Labor Dispute Adjustment Law. These committees serve in a quasi-judiciary capacity in the absence of an independent system of labor courts in Korea. In addition, there are 10 Seamen's Labor Committees which perform a similar function under the auspices of the Office of Maritime and Port Administration. Under the system, each labor committee is composed of equal representation from labor, management, and what is defined as "the public interest." Local Labor Committee representatives are appointed by the Minister of Labor; members of the Central Labor Committee are appointed by the President.

The Local Labor Committees are empowered to decide on remedial measures in cases involving unfair labor practices, and to mediate and arbitrate labor disputes. A litigant may appeal a Local Labor Committee decision to the Central Labor Committee, and a Central Labor Committee decision may be appealed by administrative litigation or a civil suit. In practice, however, most disputes are resolved at the Local Labor Committee level.

INTERNATIONAL LABOR ISSUES AND FOREIGN ASSISTANCE

Since 1982, Korea has had an observer mission at ILO conferences. A tripartite Korean delegation including representatives of the Ministry of Labor, the FKTU, and KEF attended the 73rd ILO conference in Geneva in the summer of 1987. Korea would like to join the ILO but is reluctant to make formal application. Not being a member of the United Nations, Korea would require support from two-thirds of the ILO membership in order to be accepted. This could be difficult to achieve given the opposition of North Korea, which does not favor separate membership for the two Koreas.

The FKTU has been an active member of the International Confederation of Free Trade Unions (ICFTU) since 1949. The FKTU's constituent federations and unions are similarly affiliated with various International Trade Secretariats (ITS) operating in cooperation with the ICFTU.

The Seoul office of the Asian-American Free Labor Institute (AAFLI), provides the bulk of foreign assistance to the FKTU and its affiliated organizations. In 1987, Korean unionists attended AAFLI-sponsored seminars on a number of topics, including collective bargaining, organizing, union cooperation, and membership services. The FKTU also receives support from the National Endowment for Democracy (NED).

Appendix A

NATIONAL AFFILIATES OF THE
FEDERATION OF KOREAN TRADE UNIONS

NAME	Male Members	Female Members	Total Members
Federation of Korean Trade Unions (FKTU)	1,061,140	465,312	1,526,452
1. Railway Workers' Union	28,849	1,456	30,305
2. Textile Workers' Union	32,491	104,263	136,754
3. Mine Workers' Union	63,731	2,571	66,302
4. Electrical Workers Union	19,129	419	19,548
5. Foreign Organization Employees' Union	25,632	3,188	28,820
6. Postal & Telecommun. Workers' Union	31,864	11,978	43,842
7. Port & Transport Workers' Union	37,574	1,538	39,112
8. Seamen's Union	85,986	-	85,986
9. Bank & Financial Workers' Union	76,211	49,147	125,358
10. Monopoly Workers' Union	8,585	2,231	10,816
11. Chemical Workers' Union	122,225	94,165	216,390
12. Metal Workers' Union	214,681	82,544	297,225
13. Printing Workers' Union	6,298	2,653	8,951
14. Automobile & Transport Workers' Union	75,973	7,033	83,006
15. United Workers Federation	99,308	46,813	146,121
16. Tourist Industry Workers' Federation	9,807	6,101	15,908
17. Communications Workers' Union	16,299	6,265	22,564
18. Insurance Labor Unions	3,997	2,947	6,944
19. Taxi Transport Workers' Union	87,500	-	87,500
20. Rubber Workers' Unions	15,000	40,000	55,000

Source: Federation of Korean Trade Unions

Appendix B

KEY OFFICERS OF THE FEDERATION OF KOREAN TRADE UNIONS (FKTU)
(May 31, 1988)

Acting President: Lee Shi Woo

Secretary General: Min Yo Ki

Federation/Union Presidents and Secretaries General

Lee Jong Rak Oh Jae Sik	Railway Workers
Park Jong Keun Kim Jin Je	Textile Workers
Hong Keum Woong Hwang Kyung Hwa	Mine Workers
Lee Hong Wan Chung Ik Soo	Electrical Workers
Kim Kyu Ho Cha Won Ik	Foreign Organizations Workers
Park Soo Keun Kim Duk Kon	Postal & Telecommunication Workers
Kim Joon Sang Kim Ki Seo	Port & Transport Workers
Kim Boo Woong Lee Sang Woo	Seamen
Yoon Wan Sup Lee Sun Kyu	Bank & Financial Workers
Hong Sam Heui Cho Hong Tae	Monopoly Workers
Chung Choon Taek Kim Yoo Kon	Chemical Workers

Park In Sang Kim Sung Moon	Metal Workers
Hwang Tae Soo Kim Yoon Eung	Printing Workers
Lee Si Woo Lee Kap Chong	Automobile & Transport Workers
Kim Rak Ki Kim Dong Chul	United Workers
La Woon Suk Han Ki Il	Tourist Industry Workers
Lee Joo Wan Park Kyu Hyun	Communication Workers
Kwun Se Won Hwang Won Rae	Insurance Unions
Lee Kwang Nam Kang Kil Ho	Taxi Transport Workers
Kim Man Ho Yang Hyo Suk	Rubber Workers

Appendix C

MAJOR NON-FKTU UNIONS (Aug. 1988)

1.	Seoul Area Labor Union Assn.	31,000
2.	Masan-Changwon Union Coalition	27,000

Other geographic coalitions of "democratic" unions range from 2,000-8,000.

Source: Unverified claims by the unions.

Superintendent of Documents Subscriptions Order Form

Order Processing Code
*6314

Charge your order. It's easy!

☐ **YES,** please send me the following indicated subscriptions:

_____subscriptions of FOREIGN LABOR TRENDS, FLT, for $53.00 each domestic subscription per year; $66.25 each foreign subscription per year.

1. The total cost of my order is $_____. All prices include regular domestic postage and handling and are subject to change. International customers please add 25%.

Please Type or Print

2. _____
(Company or personal name)

_____
(Additional address/attention line)

_____
(Street address)

_____
(City, State, ZIP Code)

(_____)
_____
(Daytime phone including area code)

3. **Please choose method of payment:**

☐ Check payable to the Superintendent of Documents

☐ GPO Deposit Account ☐☐☐☐☐☐☐☐ - ☐☐

☐ VISA, CHOICE or MasterCard Account

☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐

_____
(Credit card expiration date)

Thank you for your order!

_____
(Signature)

4. **Mail To:** Superintendent of Documents, Government Printing Office, Washington, D.C. 20402-9371